

Create and Deliver Presentations that Make  
Enduring Impressions and Create Lasting  
Change



Brian Washburn  
Partner



Tim Waxenfelter  
Partner

**Endurance**  
*Learning*

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POLL: What is your role?

- Consultant
- Educator
- Administrator
- Other



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**\$130  
BILLION**

Training is an  
investment



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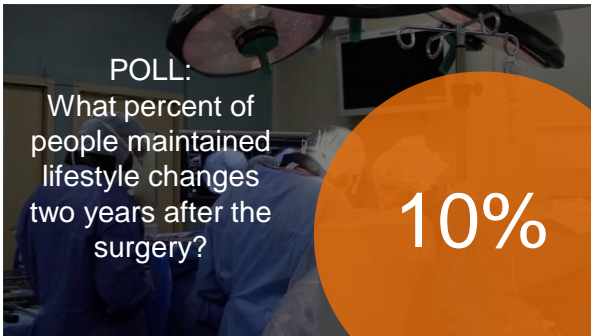
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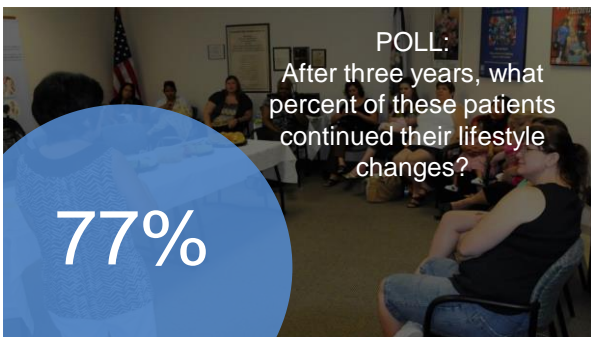
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## 2 Types of Thinking

CONSCIOUS  
LOGICAL



40  
bits of data per second



SUBCONSCIOUS  
EMOTIONAL



40,000,000  
bits of data per second

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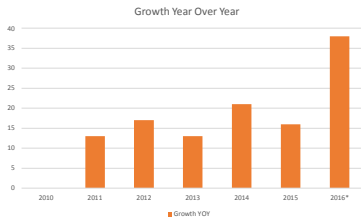
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Year-over-Year Growth (2010 – 2016)



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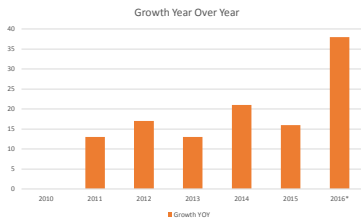
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What is the headline?



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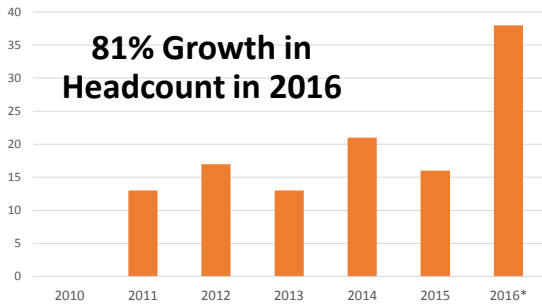
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**The 3 Essential Growth Drivers in 2017**

**Retention:**

- We must retain staff in key roles
- People managers need better training in how to coach their employees
- Re-examine pay scale for key roles

**Engagement:**

- Staff need to be engaged in both their role as well as the organization's mission
- Better engagement leads to higher willingness to recommend, higher retention

**Development:**

- A formal career track for each department will lead to consistent, transparent ways in which staff can move up in the organization
- Bench strength is essential as we grow and new roles are created

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The 3 Essential Growth Drivers in 2017



Retention  
Engagement  
Development

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3 Essential Growth Drivers in 2017

Retention  
Engagement  
Development

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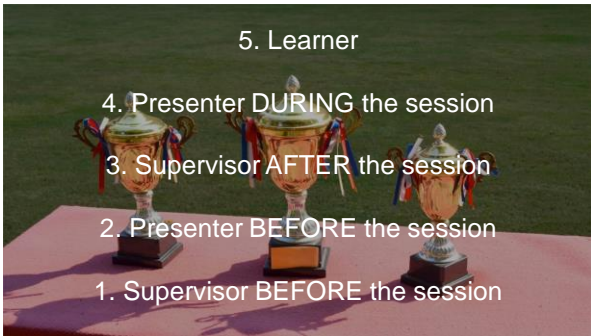
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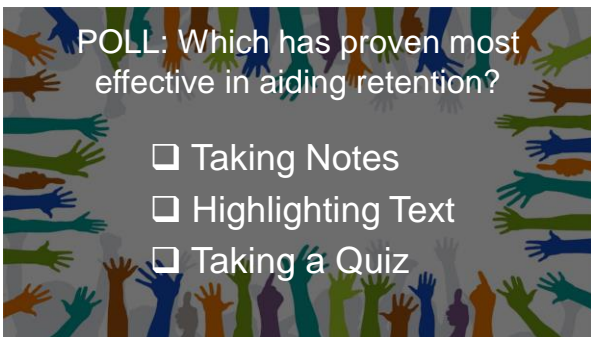
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# Endurance Learning



Brian Washburn  
*Partner*

@flipchartguy

brian@endurancelearning.com

[www.trainlikeachampion.wordpress.com](http://www.trainlikeachampion.wordpress.com)



Tim Waxenfelter  
*Partner*

@waxenfelter

tim@endurancelearning.com

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